



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 15, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of September 14, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 496 disciplinary actions have been taken against KDMC employees. Of this number, 253 actions have been discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or have resigned.

Since our last report, six cases have been closed and one additional case has been opened. The new case opened this week does not involve a physician nor a nurse. As a result, KDMC's open caseload is currently 32 (detailed summary information is contained in Attachments I and II).

RECRUITMENTS

Ten new hires are scheduled to start at KDMC on Monday, September 18, 2006. The new hires include: four Staff Nurses (two for Psychiatric Emergency Services, one for the Emergency Room and one for Medical/Surgical); two Interim Permittees (one for the Emergency Room and one for Medical/Surgical); one Licensed Vocational Nurse (LVN) for Psychiatric Emergency Services; and three Nursing Attendant I's (one for Perioperative Services, one for the Intensive Care Unit and one for Psychiatric Emergency Services).

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In addition, two KDMC employees are being promoted effective September 18, 2006. One employee is being promoted from LVN to Staff Nurse in the Emergency Room and another employee is being promoted from Staff Nurse to Utilization Review Nurse in the Quality Management and Performance Improvement Department.

If you have any questions, please call me.

MJH:STS
SBH:tb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 091506

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 09/14/06

Dated: 9/14/2006

Closed Cases -	919
Open Cases -	32
Referred Cases -	13
Grand Total =	964

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	5	32	0	35	82
Discharges of Probationers	0	7	8	1	13	29
Suspensions (6 - 30 Days)	4	12	51	5	39	111
Suspensions (1 - 5 Days)	11	10	24	2	22	69
Reprimands	7	3	25	2	14	51
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	68	49	211	19	149	496

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	24	12	41	43	34	154
Total Actions Taken	92	61	252	62	183	650

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 09/14/06

Dated: 9/14/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	58	9	1	68

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	22	1	1	24
Total Actions Taken	80	10	2	92